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Auditee :	<b>Raidha Collections Ltd.</b>
Audit Date From :	<b>09/12/2018</b>
Audit Date To :	<b>10/12/2018</b>
Expiry Date of the Audit :	<b>Please refer to the producer profile in the amfori BSCI platform</b>
Auditing Company :	<b>Intertek</b>
Auditor's Name(s) :	<b>Mamonur Rahman Khan(Lead), Mohammad Salah Uddin, Sanzida Sultana Rasna</b>
Auditing Branch (if applicable) :	<b>Intertek Bangladesh</b>

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This is an extract of the on line Audit Report. The complete report is available in the amfori BSCI Platform.  
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Rating Definitions



Rating	A combination of ratings per Performance Area where:	Consequence																																							
<p><b>A</b> <b>Very Good</b></p>	<ul style="list-style-type: none"> <li>• Minimum 7 Performance Areas rated A</li> <li>• No Performance Areas rated C, D or E</li> </ul> <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	B	B	B	A	A	A	A	A	A	A	B	B	B	B	B	B	<p>The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.</p>
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A	A	A	A	A	A	A	B	B	B	B	B	B																													
<p><b>B</b> <b>Good</b></p>	<ul style="list-style-type: none"> <li>• Maximum 3 Performance Areas rated C</li> <li>• No Performance Areas rated D or E</li> </ul> <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td></tr> <tr><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td></tr> </table>	A	A	A	A	A	A	B	B	B	B	B	B	B	A	A	A	A	A	B	B	B	B	B	B	B	C	B	B	B	B	B	B	B	B	B	B	C	C	C	<p>The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.</p>
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<p><b>C</b> <b>Acceptable</b></p>	<ul style="list-style-type: none"> <li>• Maximum 2 Performance Areas rated D</li> <li>• No Performance Areas rated E</li> </ul> <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>C</td><td>C</td><td>C</td><td>C</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td></tr> <tr><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td></tr> </table>	A	A	A	A	A	A	A	A	A	C	C	C	C	A	A	A	A	A	B	B	B	B	C	C	C	D	C	C	C	C	C	C	C	C	C	C	C	D	D	<p>The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.</p>
A	A	A	A	A	A	A	A	A	C	C	C	C																													
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<p><b>D</b> <b>Insufficient</b></p>	<ul style="list-style-type: none"> <li>• Maximum 6 Performance Areas rated E</li> </ul> <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>D</td><td>D</td><td>D</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td><td>D</td><td>E</td></tr> <tr><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	D	D	D	A	A	A	B	B	B	C	C	C	D	D	D	E	D	D	D	D	D	D	D	E	E	E	E	E	E	<p>The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.</p>
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A	A	A	B	B	B	C	C	C	D	D	D	E																													
D	D	D	D	D	D	D	E	E	E	E	E	E																													
<p><b>E</b> <b>Unacceptable</b></p>	<ul style="list-style-type: none"> <li>• Minimum 7 Performance Areas rated E</li> </ul> <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>A</td><td>A</td><td>B</td><td>B</td><td>C</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	E	E	E	E	E	E	E	A	A	B	B	C	D	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	<p>amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.</p>
A	A	A	A	A	A	E	E	E	E	E	E	E																													
A	A	B	B	C	D	E	E	E	E	E	E	E																													
E	E	E	E	E	E	E	E	E	E	E	E	E																													
<p><b>Zero Tolerance</b></p>	<p>A Zero Tolerance issue was identified (see amfori BSCI System Manual Part V – Annex 5: amfori BSCI Zero Tolerance Protocol)</p>	<p>Immediate actions are required. The amfori BSCI Zero Tolerance Protocol is to be followed.</p>																																							

**Main Auditee Information**

Name of producer :	<b>Raidha Collections Ltd.</b>		
DBID number :	<b>347929</b>		
Audit ID :	<b>139850</b>		
Address :	<b>Hobirbari, Zamirdia, Valuka, Mymensingh</b>		
Province :	<b>Dhaka</b>	Country :	<b>Bangladesh</b>
Management Representative :	<b>Mr. Md. Zulfiqar Ali</b>		
Contact person:	<b>Mr. Md. Zulfiqar Ali</b>	Sector :	<b>Non-Food</b>
Industry Type :	<b>Textiles, clothing, leather</b>	Product group :	<b>Apparel</b>
Product Type :	<b>Sweater items</b>		

**Audit Details**



Audit Range :	<input checked="" type="checkbox"/> Full Audit	<input type="checkbox"/> Follow-up Audit	
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms	
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural	<input type="checkbox"/> Small Producer
Audit Announcement :	<input type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced	<input checked="" type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No		
Audit extent (if applicable) :	none		
Audit interferences or contingencies (if applicable) :	none		
Overall rating :	B		
Need of follow-up :		If YES, by :	

**Rating per Performance Area (PA)**

PA 1	PA 2	PA 3	PA 4	PA 5	PA 6	PA 7	PA 8	PA 9	PA 10	PA 11	PA 12	PA 13
C	C	A	A	A	A	A	A	A	A	A	A	A

**Executive summary of audit report**

Raidha Collections Ltd. is a 100% export-oriented sweater manufacturer located at Hobirbari, Zamirdia, Valuka, Mymensingh 2741, Bangladesh. Total land area occupied by this facility was about 274784 square feet where production area was about 542907 square feet and warehouse area was around 49500 square feet. The facility started its operation since 2012.

This amfori BSCI (Full Audit) was conducted by ITS Labtest Bangladesh Ltd. Three auditors on 09 December 2018 and two auditors on 10 December 2018 assessed and verified the facility's operations against the amfori BSCI Code of Conduct and local legislation. Facility management was positive towards this audit and provided full access to the auditors.

Auditors conducted opening meeting, site observation, workers, worker representatives, management interview, document review and closing meeting. Mr. Md. Zulfikar Ali- General Manager (HR and Compliance) was responsible for implementation of social compliance system in the facility. Facility had appointed two medical officers, three medical assistants and one nurse for continuous medical services to the workers.

Main product of the facility was sweater items and production capacity were 10,40,000 pieces per month. Facility has started its operation since 2012. Main production processes were Winding, knitting (Jacquard), Linking, Trimming, Mending, Washing, Sewing, Finishing and Packing. Based on management interview, their major clients were from Europe and North America. On the audit day, total workforce strength was 5736 in the facility.

The facility consists of 06 buildings and 10 sheds. In details, description of the buildings and sheds are as follows-

Building-1 (Ten storied)

Ground floor: Jacquard section, Chemical Store and Washing Laboratory.

1st floor: Finished goods area, Distribution and panel check area, General store, Winding area.

2nd floor: Finishing section, Linking, trimming, mending, light check, iron, spot removing, PQC, Packing and Human Resource Office.

3rd floor: Finishing section, Linking, trimming, mending, light check, iron, spot removing, PQC, Packing and Human Resource Office.

4th floor: Finishing section, Linking, trimming, mending, light check, iron, spot removing, PQC, Packing and Human Resource Office.

5th floor: Yarn store, Panel inspection area, Back winding, Dining room and Jacquard machine area.

6th floor: Jacquard section, Sample section, Accessories and Office area.

7th floor: Jacquard section.

8th floor: Electrical store and roof top.

9th floor: Miscellaneous store.

Roof top: 100% vacant roof top.

Building-2 (Two storied)

Ground floor: Child Care, Medical and Security Room.

1st floor: Fire Control Room and Server Room.

Roof top: 100% Vacant.

Building-3 (One storied):

Ground floor: Generator room

Building-4 (Three storied)

Ground floor to 2nd floor: Security rest room.

Roof top: 100% Vacant.

Building-5 (One storied):

Ground floor: Compressor Room

Building-6 (One storied):

Ground floor: Boiler Room.

Shed areas:

Shed 1: Washing Section.

Shed 2: Wastage store (Non-metal)

Shed 3: Wastage store (Metal)

Shed 4: Substation.

Shed 5: New Sub-station.

Shed 6: Carpenter.

Shed 7: Jacquard Section.

Shed 8: Yarn distribution Centre.

Shed 9: Fire pump room-1.

Shed 10: Fire pump room-2.

One Effluent Treatment Plant.

There are total 5736 employees in the facility with 3728 males and 2008 female employees. Facility's operation has a general shift from 08:00 am to 05:00 pm with one-hour lunch break in two shift (12:30 pm to 1:30 pm and 1:00 pm to 2:00 pm). Facility has 02 shifts (shift A; 08:00 am to 05:00 pm and shift B; 08:00 pm to 05:00 am) in Jacquard section and Winding section and 3 shifts (6:00 am to 2:00 pm, 2:00 pm to 10:00 pm and 10:00 pm to 6:00 am) in security section with one-hour break time in each shift. In general, the employee work for 6 days in a week (Saturday to Thursday) and Friday is weekly holiday. Jacquard section, Winding section and Security sections weekly holiday provided as rotation basis. All employees were recruited permanently. 36% of the total employees (Linking, Trimming, Mending, Sewing and Iron section) are piece rated and the rest 64% of the total employees are fixed rated. Both the fixed rated and piece rated employees receive wages by monthly basis in local currency within 7th working day of the following month. The factory

uses electronic time card for recording daily attendance.

**Opening Meeting:**

The audit process was started with an opening meeting where Mr. Md. Zulfikar Ali- General Manager (HR and Compliance), Major A. Z. M. Mahmud Hossain (Retd.)- Director (Administration), Mr. Firoz Ahmed- Senior Executive (Compliance), Mr. Shojibul Islam- Assistant Manager (Human Recourse) and Mr. Riad Hossain- Vice President of Participation Committee were present in the opening meeting. Auditor described the whole audit process, standards, scope, and also explained the BSCI code of conduct and local laws to what extent these are related to the audit. Meanwhile Management assured the auditors to help throughout the audit. Required documents were provided in time, photocopy of the required documents was also given in time. Facility management provided a separate room for conducting employee's interview. Besides, at the time of facility visit attitude of the facility management was good.

**Health and Safety Tour:**

All areas of the facility such Winding, knitting (Jacquard), Linking, Trimming, Mending, Washing, Sewing, Finishing and Packing were visited during the audit. There were no other establishment found within the premises. The auditor has conducted the facility tour at the entire premises of the facility.

**Interview and payroll review:**

40 permanent employees, 26 males and 14 females, were randomly selected from different production section for interview. On sample basis payroll records and time cards of the month of November 2018 (current paid month), May 2018 (peak paid month) and January 2018 (off peak paid month) were reviewed. Moreover, attendance register, production records, garments inspection report and broken needle register were reviewed by the auditors.

Improvement areas were identified in Social Management System and Cascade Effect (PA 1), Workers Involvement and Protection (PA 2), Fair Remuneration (PA 5), Occupational Health and Safety (PA 7), No Child Labour (PA 8), No Precarious Employment (PA 10) and Protection of the Environment (PA 12).

Details of the findings are listed in respective section.

For other areas, no non-conformity was noted, and description is as below:

**PA 3 (The Rights of Freedom of Association and Collective Bargaining):**

Facility has a policy and procedure in The Rights of Freedom of Association and Collective Bargaining. They have an effective Elected Worker's Participation Committee and they sit with the top management in a regular interval in various issues.

**PA 4 (No Discrimination):**

Factory management has a separate policy on non-discrimination. Factory has posted that policy in different prominent places i.e. notice board and inside the production floor. The factory management has conducted periodic satisfaction surveys on the grievance mechanism, harassment, discrimination etc.

**PA 6 (Decent Working Hours):**

Facility maintained working hours as per legal requirement. Attendance records were electronic system. Facility takes consent from employees before doing overtime works. No excessive overtime observed during audit.

**PA 9 (Special Protection for Young Workers):**

Facility has a robust recruitment procedure and polices against Special Protection for Young Workers. However, the production process in the facility allows only adult labours and all the employees recruited here are over 18 years of old.

**PA 11 (No Bonded Labour):**

Facility has a robust recruitment procedure and polices against No Bonded Labour. Facility did not keep any original documentation from workers and workers were free to leave after their working hours.

**PA 13 (Ethical Business Behavior):**

Facility has policy for ethics and anti-bribery. Facility has identified sections where corruption might be occurred and provided training those sections peoples regarding anti-bribery.

A closing meeting was conducted at end of the audit on 10 December 2018. All the attendees of opening meeting were also present in closing meeting. Auditors communicated all the findings in detail and discussed on the area of improvements to the auditees. The auditee was positive on the discussion and agreed on the area of improvements.

**Ratings Summary**



Auditee's background information			
Auditee's name :	Raidha Collections Ltd.	Legal status :	Private Limited Company
Local Name :	রাইদা কালেকশনস লিঃ	Year in which the auditee was founded :	2012
Address :	Hobirbari, Zamirdia, Valuka,	Contact person (please select) :	Mr. Md. Zulfiqar Ali
Province :	Dhaka	Contact's Email :	compliancehead@raidhacollectionsbd.com
City :	Mymensingh	Auditee's official language(s) for written communications :	Bengali
Region :	South Asia	Other relevant languages for the auditee :	English
Country :	Bangladesh	Website of auditee (if applicable) :	www.raidhacollectionsbd.com
GPS coordinates :	24.3075452, 90.3855497	Total turnover (in Euros) :	13984284.32
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	0.00
If other, please specify :	None	Production volume :	10,40,000 pieces per month
Product Group :	Apparel	Production cost calculation :	Yes
If other, please specify :	None	Lost time injury calculation cost :	Yes
Product Type :	Sweater items		

Auditee's employment structure at the time of the audit			
Total number of workers :	5736	Total number of workers in the production unit to be monitored (if applicable) :	0
	<b>MALE WORKERS</b>	<b>FEMALE WORKERS</b>	
Permanent workers	3728	2008	
Temporary workers	0	0	
In management positions	10	0	
Apprentices	0	0	
On probation	813	436	
With disabilities	0	0	
Migrants (national citizens)	0	0	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	3728	2008	
Production based workers	976	1092	
With shifts at night	1486	0	
Unionised	0	0	
Pregnant	-	7	
On maternity leave	-	5	

**Finding Report**



**Performance Area 1 : Social Management System and Cascade Effect**

Full Audit [Audit Id - 139850] Audit Date: 09/12/2018 PA Score: C

Deadline date:30/11/2019

**GOOD PRACTICES:**

None Observed

**AREAS OF IMPROVEMENT:**

Based on satisfactory evidence it was noted that the main auditee partially respects this principle as-

- 1.1 - In accordance with BSCI Performance Area (Social Management System) No. 1.1 (Is there satisfactory evidence that the auditee has set up an effective management system to implement the BSCI Code of Conduct?): Finding: The facility management has taken many actions to integrate with BSCI requirements into their day to day business activities and social aspects. But, some non-compliances are identified under different Performance Areas, which is the evidence of gaps identified in the overall management system against BSCI COC requirements. Note: The facility has other effective system, policy and procedure in place to implement the BSCI COC in their business practice, so partial rating is given in this section.

ব্যবস্থাপনা পর্ষদ ও নথি পর্যালোচনা করে জানা গেল যে, কোম্পানি এখনো বিএসসিআই কোড এর প্রতি পূর্ণাঙ্গীকার প্রদর্শন করে নি, কারণ এখনো কিছু নীতিমালা প্রয়োগ করা হয় নি।

- 1.3 - In accordance with BSCI Performance Area (Social Management System) No. 1.3 (Is there satisfactory evidence that the auditee has a good overview of the significant business partners and their level of alignment with the BSCI Code of Conduct?): Finding 01: Facility management has not communicated BSCI Code of Conduct with business partners. Findings 02: There is no proper procedure to handle the complaint raised by the business partners. Note: The facility is keeping record of their suppliers, so partial rating is given in this section.

কারখানার কর্তৃপক্ষ বিএসসিআই কোড অফ কন্ডাক্ট কারখানার সকল ঠিকাদারদের সাথে যোগাযোগ করে নি। ব্যবসার অংশীদারদের দ্বারা উত্থাপিত অভিযোগটি পরিচালনা করার জন্য কোলও সঠিক পদ্ধতি নেই।

**Remarks from Auditee:**

**Performance Area 2 : Workers Involvement and Protection**

Full Audit [Audit Id - 139850] Audit Date: 09/12/2018 PA Score: C

Deadline date:30/11/2019

**GOOD PRACTICES:**

None Observed

**AREAS OF IMPROVEMENT:**

Based on satisfactory evidence it was noted that the main auditee partially respects this principle as-

- 2.2 - In accordance with BSCI Performance Area (Workers Involvement and Protection) No. 2.2 (Is there satisfactory evidence that the auditee defines long-term goals for protecting workers in line with the aspirations of the BSCI Code of Conduct?): Finding 01: There is a long-term goal of the factory, but they did not set the step by step approach toward sustainable improvement. Findings 02: The facility has a written long-term goal of the factory comprising vision, mission and objectives, but workers representatives were not involved during defining these goals. Note: The facility has other practice in place to follow long term goal comprising BSCI, so partial rating is given in this section.

কারখানার দীর্ঘমেয়াদী লক্ষ্য দ্বারা ক্রমাগত টেকসই উন্নতি প্রতিফলিত হচ্ছে না। কারখানার দীর্ঘমেয়াদী লক্ষ্য তৈরির সময় শ্রমিক প্রতিনিধিদের অন্তর্ভুক্ত করা হয় নি।

- 2.4 - In accordance with BSCI Performance Area (Workers Involvement and Protection) No. 2.4 (Is there satisfactory evidence that the auditee builds sufficient competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation?): Finding: It was noted through workers interview that 17 out of 40 sampled workers are not aware about the requirements of BSCI Code of Conduct. Note: On a regular basis factory management arranges training on the BSCI Code for employees. Training materials were up to date. So partial rating is given in this section.

কারখানার সাধারণ কর্মীরা বিএসসিআই কোড অফ কন্ডাক্ট সম্পর্কে সচেতন নয়।

- 2.5 - In accordance with BSCI Performance Area (Workers Involvement and Protection) No. 2.5 (Is there satisfactory evidence that the auditee has established, or participates in, an effective operational-level grievance mechanism for individuals and communities?): Finding: Factory management yet not developed grievance handling procedure for local community, however, facility has provided only a grievance box outside of the factory for local community. Note: The facility has other conventional industry practices, policy and procedure to establish grievance mechanism, so partial rating is given in this section.

স্থানীয় এলাকার অভিযোগ সমাধানের কোনো পদ্ধতি নেই।

**Remarks from Auditee:**

**Performance Area 3 : The rights of Freedom of Association and Collective Bargaining**

Full Audit [Audit Id - 139850] Audit Date: 09/12/2018 PA Score: A

Deadline date:

**GOOD PRACTICES:**

None Observed

**AREAS OF IMPROVEMENT:**

None Observed

**Remarks from Auditee:**

<b>Performance Area 4 : No Discrimination</b>	
Full Audit [Audit Id - 139850] Audit Date: 09/12/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None Observed	
<b>AREAS OF IMPROVEMENT:</b> None Observed	
<b>Remarks from Auditee:</b>	
<b>Performance Area 5 : Fair Remuneration</b>	
Full Audit [Audit Id - 139850] Audit Date: 09/12/2018 PA Score: A	Deadline date:30/11/2019
<b>GOOD PRACTICES:</b> None Observed	
<b>AREAS OF IMPROVEMENT:</b> Based on satisfactory evidence it was noted that the main auditee partially respects this principle as- <b>5.4 -</b> In accordance with BSCI Performance Area (Fair Remuneration) No. 5.4: (Is there satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living?): Findings: The factory management did not take initiative to achieve living wages for all employees, though they are ensuring minimum wage as per law. Noted that living wages of the region is BDT 11220 (approximate) and minimum wages for the industry is BDT 5300. Note: As only 70% of the workforces did not meet their decent standard of living, so partial rating has been given in this section. কারখানার অংশের জন্য জীবন ধারণের মজুরি কারখানা ব্যবস্থাপক দ্বারা নির্ণিত না এবং ন্যূনতম মজুরি ও জীবন ধারণের মজুরির মধ্যে পার্থক্য কমানো নিশে কোন উদ্যোগ নেই।	
<b>Remarks from Auditee:</b>	
<b>Performance Area 6 : Decent Working Hours</b>	
Full Audit [Audit Id - 139850] Audit Date: 09/12/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None Observed	
<b>AREAS OF IMPROVEMENT:</b> None Observed	
<b>Remarks from Auditee:</b>	

<b>Performance Area 7 : Occupational Health and Safety</b>	
Full Audit [Audit Id - 139850] Audit Date: 09/12/2018 PA Score: A	Deadline date:30/11/2019
<b>GOOD PRACTICES:</b> None Observed	
<b>AREAS OF IMPROVEMENT:</b> Based on satisfactory evidence it was noted that the main auditee partially respects this principle as-	
<p><b>7.1 -</b> In accordance with BSCI Performance Area (Occupational Health &amp; Safety) No. 7.1 (Is there satisfactory evidence that the auditee is in observance of the occupational health and safety regulations applicable for its activities?) and Bangladesh Petroleum Act 2016, Section 6 (Ka): (Notwithstanding anything contained in this Chapter, a person need not obtain a licence for the transport or storage of Class II petroleum if the total quantity in his possession it does not exceed two thousand litres and none of it is contained in a receptacle exceeding one thousand litres in capacity.) Findings: It was noted that Facility did not have license for their diesel storage. Note that, the facility has 2,862 litres diesel storage capacity via 03 tanks (capacity of 1500; 681 and 681 litres). Note: As facility has complied other requirement in this question, so partial rating is given in this section.</p> <p>কারখানা কর্তৃপক্ষ ২০০০ লিটার এর বেশি ডিজেল সংরক্ষণ করে কিন্তু কোনো অনুমতি নেয় নি।</p>	
<p><b>7.3 -</b> In accordance with BSCI Performance Area (Occupational Health &amp; Safety) No. 7.3 (Is there satisfactory evidence that the auditee regularly carries out risk assessments for safe, healthy and hygienic working conditions?): Finding: It was noted through documents review and management interview that facility management has conducted risk assessment for all sections. But the conducted risk assessment document lacks the following areas: • Date of last conducted risk assessment were not given in conducted risk assessment • The facility did not conduct hazard identification and risk assessment periodically • Follow-up on the effectiveness of the control determined was not conducted • Safety committee members were not involved during conducting risk assessment Note: As facility management has conducted risk assessment for all sections and vulnerable workers, so partial rating is given in this section.</p> <p>কারখানার ঝুঁকি নিরূপন সঠিকভাবে করা হয়নি</p>	
<p><b>7.11 -</b> In accordance with BSCI Performance Area (Occupational Health &amp; Safety) No. 7.11 (Is there satisfactory evidence that the auditee confirms that the equipment and buildings used for production are stable and safe?) and Bangladesh Energy Regulatory Commission License Regulations, 2006, Section 9 (Factory shall take waiver for a generator produced power up to 1 MW.): Finding: Facility is using 8 generators of (440+440+440+440+660+400+280+44) 3.144 MW which have been expired on 22 November 2018. However, the facility has already applied and deposited fees for the approval on 01 November 2018 to concern authority. Note: As facility has obtained other license, so partial rating has given on this section.</p> <p>কারখানার জেনারেটর এর অনুমতি মেয়াদউত্তীর্ণ হয়ে গিয়েছে। যদিও তারা আবেদন করেছে।</p>	
<b>Remarks from Auditee:</b>	
<b>Performance Area 8 : No Child Labour</b>	
Full Audit [Audit Id - 139850] Audit Date: 09/12/2018 PA Score: A	Deadline date:30/11/2019
<b>GOOD PRACTICES:</b> None Observed	
<b>AREAS OF IMPROVEMENT:</b> Based on satisfactory evidence it was noted that the main auditee partially respects this principle as-	
<p><b>8.4 -</b> In accordance with BSCI Performance Area (No Child Labour) No. 8.4 (Is there satisfactory evidence that the auditee has adequate and remedial policies and procedures to provide for further protection in case children are found to be working?):</p> <p>Findings: It was noted through document review and management interview that child labour remediation policy is not appropriate as it is conflicting with young worker policy. In the child labour remediation policy, they included the age limit and handling procedure of young worker. As a result, it is confusing whether it was child labour remediation policy or young worker policy. However, they have a separate young worker policy which was found appropriate. Note: As the facility has developed and maintains policies and procedures for child labour, so partial rating is given in this section.</p> <p>শিশু নীতিমালা কিশোর নীতিমালার সাথে কনফ্লিক্ট করে।</p>	
<b>Remarks from Auditee:</b>	
<b>Performance Area 9 : Special protection for young workers</b>	
Full Audit [Audit Id - 139850] Audit Date: 09/12/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None Observed	
<b>AREAS OF IMPROVEMENT:</b> None Observed	
<b>Remarks from Auditee:</b>	

<b>Performance Area 10 : No Precarious Employment</b>	
Full Audit [Audit Id - 139850] Audit Date: 09/12/2018 PA Score: A	Deadline date:30/11/2019
<b>GOOD PRACTICES:</b> None Observed	
<b>AREAS OF IMPROVEMENT:</b> Based on satisfactory evidence it was noted that the main auditee partially respects this principle as- <b>10.2 -</b> In accordance with BSCI Performance Area (No Precarious Employment) No. 10.2: (Is there satisfactory evidence that the auditee engages workers based on recognized and documented employment relationships?) and a) Bangladesh Labor Rule-2015, Rule-19(5): (Each owner will provide identity card with the photograph to each worker working in the firm at the costs of the owner as per Form-6.) b) Bangladesh Labor Rules-2015, Rule-118: (Following the description of Form-41, every worker must nominate a person who can receive undisbursed payment and other dues in the absence of him/her, at the time of his/her employment in the workforce): Findings 01: It was noted that few required information was not updated in the employees (approximately 50%) Identity Card like, blood group, National ID Number, Permanent address, and Emergency contact number. Moreover, Nature of work was not included in the employees Identity. Finding 02: Facility does not maintain updated nominee form for all workers as per law, few information's were not included in the form of declaration and nomination e.g. date of birth; identification mark; permanent address; date of appointment in job; signature of the nominated person with date; portion payable to each nominee including deposit: outstanding wages, provident fund, insurance, compensation of the accident, dividend. Note: As facility is maintain nomination form that's why partial rating is given in this section. শ্রমিকদের পরিচয় কার্ড হালনাগাদ ছিল না। কারখানা কর্তৃপক্ষ এখানে হালনাগাদ নমিনী ফর্ম আইন অনুযায়ী মেইনটেইন করে না।	
<b>Remarks from Auditee:</b>	
<b>Performance Area 11 : No Bonded Labour</b>	
Full Audit [Audit Id - 139850] Audit Date: 09/12/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None Observed	
<b>AREAS OF IMPROVEMENT:</b> None Observed	
<b>Remarks from Auditee:</b>	
<b>Performance Area 12 : Protection of the Environment</b>	
Full Audit [Audit Id - 139850] Audit Date: 09/12/2018 PA Score: A	Deadline date:30/11/2019
<b>GOOD PRACTICES:</b> None Observed	
<b>AREAS OF IMPROVEMENT:</b> Based on satisfactory evidence it was noted that the main auditee partially respects this principle as- <b>12.5 -</b> In accordance with BSCI Performance Area (Protection of the Environment) No. 12.5 (Is there satisfactory evidence that water is managed in a way that respects the environment, particularly but not limited to preserving local water sources?): Findings 01: Facility has not done any risk assessment on water waste. Findings 02: Facility has no mechanism to preserve local water resource. Note: As facility has provided training on water waste, so partial rating has been given in this section. কারখানা কর্তৃপক্ষ পানির অপচয় রোধে রিস্ক এসেসমেন্ট করে নাই। স্থানীয় উৎসের পানি সংরক্ষণের কোনো ব্যবস্থা নেই	
<b>Remarks from Auditee:</b>	
<b>Performance Area 13 : Ethical Business Behaviour</b>	
Full Audit [Audit Id - 139850] Audit Date: 09/12/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None Observed	
<b>AREAS OF IMPROVEMENT:</b> None Observed	
<b>Remarks from Auditee:</b>	

**Summary**



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	09/12/2018	139850	C	C	A	A	A	A	A	A	A	A	A	A	A	B

**Producer Photos**



External photo(s) of the production unit(s)  
Facility building back side view.jpg



Photo of fire safety equipment  
Industrial graded emergency light.jpg



Photo of the inside of the main production hall  
Sample section.jpg



External photo(s) of the production unit(s)  
Facility building front view.jpg



Photo of fire safety equipment  
PA (public address) system.jpg



Photo of the inside of the main production hall  
Sewing section.jpg



External photo(s) of the production unit(s)  
Facility main gate.jpg



Photo of fire safety equipment  
Rooftop.jpg



Photo of the inside of the main production hall  
Trimming section.jpg



External photo(s) of the production unit(s)  
Facility name plate.jpg

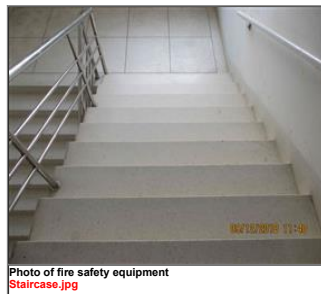


Photo of fire safety equipment  
Staircase.jpg



Photo of the inside of the main production hall  
Washing section.jpg



External photo(s) of the production unit(s)  
Security section.jpg



Photo of fire safety equipment  
Visual fire alarm.jpg



Photo of the inside of the main production hall  
Winding section.jpg

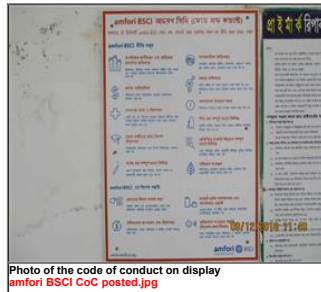




Photo of fire safety equipment  
Evacuation plan posted.jpg



Photo of the inside of the main production hall  
Finished goods storage area.jpg



Photo of the inside of the main production hall  
Attendance machine.jpg



Photo of fire safety equipment  
Fire alarm switch.jpg



Photo of the inside of the main production hall  
Folding section.jpg



Photo of the inside of the main production hall  
Boiler room.jpg



Photo of fire safety equipment  
Fire alarm.jpg



Photo of the inside of the main production hall  
Jacquard section.jpg



Photo of the inside of the main production hall  
Drinking water point.jpg



Photo of fire safety equipment  
Fire control panel.jpg



Photo of the inside of the main production hall  
Light checking section.jpg



Photo of the inside of the main production hall  
Generator room.jpg



Photo of fire safety equipment  
Fire extinguisher.jpg



Photo of the inside of the main production hall  
Linking section.jpg



Photo of the inside of the main production hall  
No smoking sign.jpg



Photo of fire safety equipment  
Fire fighting equipment.jpg



Photo of the inside of the main production hall  
Mending section.jpg



Photo of the inside of the main production hall  
Notice board.jpg



Photo of fire safety equipment  
Fire hose pipe.jpg



Photo of the inside of the main production hall  
Packing section.jpg



Photo of the inside of the main production hall  
Sub station room.jpg



Photo of fire safety equipment  
Fire hose pressure check.jpg



Photo of the inside of the main production hall  
POC (pre-quality check) section.jpg



Photo of the inside of the main production hall  
Training room.jpg



Photo of fire safety equipment  
Fire pump room.jpg



Photo of the inside of the main production hall  
Pressing section.jpg